

This Position Is No Longer Available

[Overview \(TopofPage\)](#)

[Duties \(duties\)](#)

[Qualifications & Evaluations \(qualifications\)](#)

[Benefits & Other Info \(benefits\)](#)

[How to Apply \(howtoapply2\)](#)



[Apply Online \(https://www.usajobs.gov/Applicant/Application/ApplyStart/402886000\)](https://www.usajobs.gov/Applicant/Application/ApplyStart/402886000)

[Print Preview \(https://www.usajobs.gov/GetJob/PrintPreview/402886000\)](https://www.usajobs.gov/GetJob/PrintPreview/402886000)

[Save Job](#)

[Share Job](#)

Control Number: 402886000

[Agency Contact Info \(agencycontact\)](#)

Job Title: SUPERVISORY BORDER PATROL AGENT (BORSTAR)

Department: Department Of Homeland Security

Agency: Customs and Border Protection

Job Announcement Number: MHCBPMP-1398925-ERB

**This position is closed and no longer accepting
online applications through USAJOBS.**

The contents of the announcement can still be viewed.

SALARY RANGE:

\$83,468.00 to \$108,507.00 / Per Year

OPEN PERIOD:

Monday, May 18, 2015 to Friday, May 29, 2015

SERIES & GRADE:

GS-1896-13

POSITION INFORMATION:

Full Time - Permanent

PROMOTION POTENTIAL:

13

DUTY LOCATIONS:

3 vacancies in the following location:

El Paso, TX [View Map](#)

WHO MAY APPLY:

Current U.S. Customs and Border Protection employees with competitive status.

SECURITY CLEARANCE:

Secret

SUPERVISORY STATUS:

Yes

JOB SUMMARY:

Customs & Border Protection (CBP): Securing America's Borders

Do you desire to protect American interests and secure our Nation while building a meaningful and rewarding career? If so, the Department of Homeland Security (DHS) is calling. DHS components work collectively to prevent terrorism, secure borders, enforce and administer immigration laws, safeguard cyberspace and ensure resiliency to disasters. The vitality and magnitude of this mission is achieved by a diverse workforce spanning hundreds of occupations. Make an impact; join DHS.

Discover a challenging and rewarding career in CBP, the sole organization responsible

for securing the nation's borders. At U.S. Customs and Border Protection, we:

- Screen passengers, vehicles, and shipments entering our country
- Seize illegal narcotics, vehicles, and agricultural products
- Prevent unauthorized entry into the country
- Rescue individuals who fall into dangerous conditions traversing our border

For more information about CBP's mission, activities, and careers, please see <http://www.cbp.gov> (<http://www.cbp.gov>).

This position will allow you to use your expertise to prevent illegal entry of aliens into the United States by land, water, or air; enforce criminal provisions of the Immigration and Nationality Laws; and seek out and apprehend smugglers or aliens who are in the United States illegally. This position starts at a salary of \$83,468.00 (GS-13). Apply for this exciting opportunity to strengthen the Department's ability to protect the homeland.

Who May Apply: Current U.S. Customs and Border Protection employees with competitive status.

For definitions of terms found in this announcement, please see http://www.dhs.gov/xabout/careers/gc_1303762131481.shtm (http://www.dhs.gov/xabout/careers/gc_1303762131481.shtm).

Organizational Location: This position is located within U.S. Customs and Border Protection, Office of Border Patrol, Special Operations Group, El Paso, TX.

One or more selections may be made using this job opportunity announcement.

TRAVEL REQUIRED

- Occasional Travel
- Overnight travel may be required on a regular and recurring basis.

RELOCATION AUTHORIZED

- Yes
- A Lump Sum payment will be made in lieu of fully funded relocation expenses.

KEY REQUIREMENTS

- You must be a U.S. Citizen to apply for this position
- You may be required to pass a background investigation and/or polygraph
- Males born after 12/31/1959 must be registered with Selective Service

- You may be required to pass initial and random drug testing
 - You must be able to meet job-related medical and/or fitness standards
-

DUTIES:[Back to top \(Top of Page\)](#)

As a first-line Supervisory Border Patrol Agent you will serve as a **primary** law enforcement officer (under 5 U.S.C. 8331 (6C) and 8412 (d)) and be responsible for:

- Serving as a first-line supervisor over BPAs engaged in law enforcement work. Responsible for supervising a specially trained and equipped search and rescue unit to conduct high-risk and specialized law enforcement responses, often in short notice, to situations of local, regional and national significance.
 - Planning and coordinating the search and rescue, tactical medicine, technical rescue, land navigation, communication, swift-water rescue, and air operations and logistical programs that facilitate the fielding of a BORSTAR special response team.
 - Testifying in court on behalf of both criminal and administrative proceedings; and/or ensuring subordinate BPAs are capable of carrying out the task.
 - Resolving discrepancies, reviews criminal complaints, and manages the tracking of suspects and evidence, and the coordination of assignments for BPAs who testify in court on behalf of both criminal and administrative proceedings.
 - Ensuring that the USBP strategic plan, mission, vision and values are communicated to the unit and integrated into the unit's strategies, goals, objectives, work plans and work products and services.
-

QUALIFICATIONS REQUIRED:[Back to top \(Top of Page\)](#)

Basic Qualification Requirements: The basic qualification requirements include experience in law enforcement or other responsible work that demonstrates the ability to make arrests and exercise sound judgment in the use of firearms; to deal effectively with individuals or persons in a courteous, tactful manner; and to analyze information rapidly and make prompt decisions.

AND

GS-13: You qualify at the GS-13 level if you meet the basic qualification requirements and possess one (1) year of specialized experience. The specialized experience includes interpreting and enforcing immigration or comparable laws, rules, and regulations and

performing intelligence, prosecutions, investigations, anti-smuggling, identifying operational problems, devising solutions, ensuring compliance of enforcement and operational practices, and appraises management of deficiencies or noted problems.

Language Requirement: Must be proficient in the Spanish language. (i.e., able to speak and read in Spanish).

BORSTAR Basic Selection Course: You must have successfully completed the BORSTAR Basic Selection Course to be considered for this position.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

You must:

- Meet all qualification requirements, subject to verification at any stage of the application process; and
- Meet all applicable Time in Grade requirements (current Federal employees must have served 52 weeks at the next lower grade or equivalent grade band in the Federal service) by Friday, May 29, 2015.

Relocation Expenses and Lump Sum Payments: Agents relocating as a part of this announcement may be authorized the following lump sum amount, depending on their status. Lump sum payments are in lieu of any other relocation payment, the home buyout is not included under this relocation.

- \$8,950 for one person households who do not own a home
- \$16,850 for multiple person households who do not own a home
- \$27,375 for one person households who own a home
- \$35,275 for multiple person households who own a home

The listed lump sum amounts are before taxes. CBP will treat the entire lump sum as fully taxable, and accordingly will use the flat rate method for withholding appropriate Federal Income Taxes, FICA and Medicare. All lump sum payments will be received through direct deposit.

This is a Non-Bargaining Unit status position.

Law Enforcement Retirement: This position meets the eligibility criteria for law enforcement retirement. For more information on required years of service and retirement age click on this link: http://cbpnet/xp/cbpnet/hrm/hr_prof/staffing/maximum_age.xml (http://cbpnet/xp/cbpnet/hrm/hr_prof/staffing/maximum_age.xml) For further information on when an employee continues or discontinues coverage under the special retirement system for law enforcement officers, please see the CSRS and FERS handbook, Chapter 46, pages 12-13. <https://www.opm.gov/asd/hod/pdf/C046.pdf> (<https://www.opm.gov/asd/hod/pdf/C046.pdf>).

Firearms Requirement: You will be required to carry a firearm while on duty. Anyone who has been convicted of a misdemeanor crime of domestic violence cannot lawfully possess a firearm or ammunition (Title 18, U.S.C. Section 922 (g) (9)). Candidates will be required to certify whether they have ever been convicted of such an offense.

Age Requirement: In accordance with the provisions of Public Law 93- 350 and 100-238 DHS Management Directive 251-03, candidates must be referred for selection before reaching their 37th birthday. Creditable service covered by Title 5 U.S.C. 8336(c), Title 5 U.S.C 8412(d), or creditable service on or after July 6, 2008 covered by Public Law 110-161 may be applied toward the maximum age requirement. This age restriction may not apply if you are currently serving in a federal civilian (not military) law enforcement position covered by Title 5 U.S.C. 8336(c) or Title 5 U.S.C. 8412(d).

Veterans' Preference Eligibility: The maximum age for original appointment does not apply to veteran's preference eligibles.

Motor Vehicle Operation: You must have a valid automobile driver's license at the time of appointment.

Shift work: You will be required to perform work on a shift and rotational basis.

Overtime: You must be readily available to work overtime on a scheduled or unscheduled basis in excess of the 40-hour work week.

Uniforms: This position requires you to wear an officially-approved uniform while in duty status.

Security Clearance: You may be required to obtain a Secret or higher level clearance for this position.

Supervisory Probationary Period: You may be required to serve an 18-month probationary period upon appointment to this position. You may also be required to complete an appropriate supervisory training course within 90 days of assignment to this position.

HOW YOU WILL BE EVALUATED:

Qualified U.S. Customs and Border Protection (CBP) candidates will be ranked on the basis of the scores received on your Border Patrol Agent Promotional Assessment. Competitive applicants must have a valid test score when the announcement opens, or we cannot consider you for this position. Alternate Staffing (Non-Competitive) Candidates need not have a current, valid test score. Alternate Staffing (Non-Competitive) candidates include applicants who have permanently held a position at the highest grade announced or higher.

Your application record will remain in a pending status until after the announcement closes, at which time we will upload test scores. If you have completed the assessment questionnaire and have uploaded all required documents for this announcement, there is nothing further you need to do at this time.

If you are best qualified, you may be referred to the hiring manager for consideration and may be called for an interview. To preview the job questionnaire, see View Occupational Questionnaire (<https://ApplicationManager.gov/Questionnaire.aspx?ID=5370557&PreviewType=Questionnaire>).

Knowledge, Skills, Abilities and Other Characteristics (KSAOs):

Candidates who meet the minimum qualification requirements are required to possess certain Knowledge, Skills, Abilities, or Other Characteristics (KSAOs) to successfully perform the functions of this position. Candidates will be asked to demonstrate their attainment of these KSAOs in their resume. The KSAOs are:

- Ability to provide support to Federal, state, local and international government agencies; as well as, Emergency Response Teams, Search and Rescue Units, Crisis and Natural Disaster Response Units (FEMA, Center for Disease Control (CDC), etc.).
- Knowledge of the trends, profiles, and methods of drug and alien smuggling, terrorism, document fraud, and other sensitive national security issues to uncover and document such activity and to share information with law enforcement agencies both nationally and internationally.
- Ability to carry out search and rescue and high risk operations with equivalent units from the US Coast Guard, US military special operations forces (SOF) such as

the US Navy SEALs and Army Special Forces, and elite police and military units of several foreign nations.

- Ability to provide and/or assist in the deliverance of training course of a technical nature to include such subjects as search and rescue, high risk enforcement operations, tactical medicine, air operations, airborne/maritime operations and land navigation, etc.
- Knowledge of specialist training, such, operations planning, land navigation, patrolling, tactical tracking, rappelling and fast roping, defensive tactics, drown proofing, trauma medicine, combat firearms, and air assault operations.
- Ability to exercise discretion and sound law enforcement judgment, skills and ability in approaching the individual or group in order to obtain the desired effect, such as gaining compliance with established immigration and nationality laws; deterring potential use of firearms, and gaining compliance with DHS, CBP and USBP policies and regulations by persuasion or negotiation.
- Knowledge and skills to supervise a special operations unit that performs investigative and/or enforcement work concern with preventing terrorists and terrorists' weapons, including weapons of mass destruction, from entering the U.S.; and typically the area of responsibility encompasses a major metropolitan area, a state, a small region of several states, or an outside-the-continental United States foreign location.

BENEFITS:

[Back to top \(Top of Page\)](#)

DHS offers competitive starting salaries and an attractive benefits package, including: health, vision, dental, life and long-term care insurance, Thrift Savings Plan (similar to a 401(k)), Flexible Spending Account, retirement plan, Employee Assistance Program, personal leave days and paid federal holidays. Other benefits may include: flexible work schedules, telework, tuition reimbursement, transportation subsidies, uniform allowance, health and wellness programs, and fitness centers. DHS is committed to employee development and offers a variety of employee training and development opportunities. For more information, please go to www.dhs.gov/careers (<http://www.dhs.gov/careers>) and select "Benefits".

Relocation expenses **will** be paid. To compare cost of living data, calculate mortgage scenarios, or gather information on communities and school districts, please visit the website: <http://www.relocationessentials.com/aff/lifecare/tools/salary/col.aspx> (<http://www.relocationessentials.com/aff/lifecare/tools/salary/col.aspx>)

OTHER INFORMATION:

Agency Career Transition Assistance Program (CTAP) eligibility: If you have never worked for the federal government, you are not CTAP eligible. Information about CTAP eligibility is on the OPM's Career Transition Resources website at:

http://www.opm.gov/Reduction_In_Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a (http://www.opm.gov/Reduction_In_Force/employee_resources/ctap/Employee-Guideline_CTAP.asp#3a). To be considered well qualified under CTAP, you must be rated at a minimum score of 85 for this position. In addition, you must submit the supporting documents listed in the "Required Documents" section of this announcement.

Background Investigation: Customs and Border Protection (CBP) is a federal law enforcement agency that requires all applicants to undergo a thorough background investigation prior to employment in order to promote the agency's core values of vigilance, service to country and integrity. During the screening and/or background investigation process, you will be asked questions regarding any felony criminal convictions or current felony charges, the use of illegal drugs (i.e., marijuana, cocaine, heroin, LSD, methamphetamines, ecstasy) and the use of non-prescribed controlled substances including any experimentation, possession, sale, receipt, manufacture, cultivation, production, transfer, shipping, trafficking, or distribution of controlled substances. Entry into this position may require that you successfully pass a polygraph examination. For more information, please see: http://www.cbp.gov/xp/cgov/careers/apply/mandatory_back_invest.xml (http://www.cbp.gov/xp/cgov/careers/apply/mandatory_back_invest.xml).

Probationary Period: Current and former federal employees may be required to serve or complete a probationary period.

Every individual receives a fair opportunity throughout the Federal recruitment and hiring process. To learn more, click on the link https://hru.gov/Studio_Recruitment/tools/Mythbuster_on_Federal_Hiring_Policies.pdf (https://hru.gov/Studio_Recruitment/tools/Mythbuster_on_Federal_Hiring_Policies.pdf)

Follow U.S. Customs and Border Protection on Twitter @CustomsBorder (<https://twitter.com/#!/customsborder>)

HOW TO APPLY:

[Back to top \(Top of Page\)](#)

To begin your online application, click **"Apply Online"** to create a USAJOBS account and follow the prompts or log in to your existing account. Your application packet must include a completed assessment questionnaire, a resume, and any applicable and/or required supporting documentation. Please see the "Required Documents" section below for additional information. All application materials, including transcripts, must be in English.

We strongly encourage you to apply online. If you cannot apply online, you may fax your resume, assessment questionnaire, and supporting documents to **(478) 757-3144**.

You must print a copy of and document your responses to the assessment questionnaire View Occupational Questionnaire (<https://ApplicationManager.gov/Questionnaire.aspx?ID=5370557&PreviewType=Questionnaire>) using OPM Form 1203-FX

http://www.opm.gov/Forms/pdf_fill/OPM1203fx.pdf

(http://www.opm.gov/Forms/pdf_fill/OPM1203fx.pdf), and the official fax cover sheet:

<http://staffing.opm.gov/pdf/usascovers.pdf> (<http://staffing.opm.gov/pdf/usascovers.pdf>). Please include job opportunity announcement ID 1398925 and provide your

SSN, name, and address using the exact name you used when you filled out the questionnaire. If you have uploaded documents into your application, you do not need to fax those same documents.

Applications and supporting documentation will not be accepted by mail or email.

The address below is for inquiries only. You may apply more than once, but the most recent application is the only one that will be used. **You must submit your resume, your online questionnaire, and any supporting documents by 11:59 PM Eastern Time on Friday, May 29, 2015.**

REQUIRED DOCUMENTS:

- **Your resume:** To ensure all your experience is considered, the Office of Border Patrol strongly suggests resumes should describe your experiences and accomplishments, assignment dates, duty locations, and specify whether you have performed duties in investigations, intelligence, or have worked in sector-level or national programs (e.g., horse patrol, BORSTAR, BORTAC, peer support, chaplaincy, canine, etc.), or been assigned to the U.S. Border Patrol Academy, and/or Sector or USBP Headquarters. Include leadership or specialized training and college level courses completed. Resumes must also specify each supervisory


position held (clearly listing SBPA, FOS, SOS, APAIC, PAIC, ACPA, DCPA or CPA). Additionally, include all temporary promotions listing the grade, position, location, and period of time held; temporary details or special assignments held 30 days or more (assignment, location, and period of time); and any prior military or other specialized experience outside of USBP that is relevant to law enforcement work.


- **Your responses to the job questionnaire View Occupational Questionnaire (<https://ApplicationManager.gov/Questionnaire.aspx?ID=5370557&Pre-viewType=Questionnaire>)**
- **Are you claiming special priority selection rights under the Agency Career Transition Assistance Program (CTAP)?** You must submit a separation notice; your most recent SF-50B (noting your current position, grade level and duty location); a current (or last) performance rating of record of at least fully successful or equivalent; an agency certification that you cannot be placed after injury compensation has been terminated; an OPM notification that your disability annuity has been terminated; or a Military Department of National Guard Bureau notification that you are retired under 5 U.S.C. 8337(h) or 8456.
- **Veterans preference points are not applicable to Merit Promotion announcements; veterans documentation is required only to verify eligibility.**
- You may be asked to provide a copy of your recent performance appraisal and/or incentive awards. Consideration will be given to performance appraisals and incentive awards as an indication of quality prior experience, no points will be assigned.

It is your responsibility to verify that any information entered, uploaded, or faxed is received and is accurate. Human Resources will not modify or change any part of your application. If a document is not legible, you will not be able to view it in your application and you must again upload or fax it by the closing date.

AGENCY CONTACT INFO:

CBP Hiring OBP Staffing

Phone: (952)857-2935 


Fax: (478)757-3144 

Email: CBPHIRING-OBPSTAFFING@CBP.DHS.GOV

Agency Information:

CBP Minneapolis Hiring Center

5600 American Blvd

Suite 700
Bloomington, MN
55437-1450
USA
Fax: (478)757-3144 

WHAT TO EXPECT NEXT:

Once the job opportunity announcement has closed, we will assess your experience and training, identify the best qualified applicants, and refer those applications to the hiring manager for further consideration and interviews. You will be notified by email after each of these steps has been completed. Stay informed of changes to your application status by signing up for automatic email alerts at: <https://my.usajobs.gov/Account/NotificationSettings.aspx> (<https://my.usajobs.gov/Account/NotificationSettings.aspx>). If you are referred, you will receive a final notification of the disposition of the announcement. We expect to make a tentative job offer within 60 days after the close of the announcement. If you are selected, we may conduct a suitability/security background investigation.

[Back to top \(TopofPage\)](#)

EEO Policy Statement (https://help.usajobs.gov/index.php/EEO_Policy_Statement) |
Reasonable Accommodation Policy Statement
(https://help.usajobs.gov/index.php/Reasonable_Accommodation_Policy_Statement) |
Veterans Information (https://help.usajobs.gov/index.php/Veterans_Information) | Legal
and Regulatory Guidance
(https://help.usajobs.gov/index.php/Legal_and_Regulatory_Guidance)

Site Map (/Home/SiteMap)	>
Privacy Act and Public Burden Information (https://help.usajobs.gov/index.php/USAJobsHelp:Privacy_policy)	>
FOIA (http://www.opm.gov/efoia/)	>
About Us (https://help.usajobs.gov/index.php/About_Us)	>
USA.gov (http://www.usa.gov/)	>

This is a United States Office of Personnel Management (<http://www.opm.gov/>) website.

USAJOBS is the Federal Government's official one-stop source for federal jobs and employment information.